

Draft of Revision  
20 May 1974  
BMM:cmr

A RECOMMENDED POLICY ON ACCEPTANCE OF APPLICANTS  
WHO HAVE AN ADMITTED OR DISCOVERED HISTORY OF  
DRUG USAGE

1. This draft policy paper is designed to revise policy stated in a memorandum entitled "Applicant Drug Use," dated 6 October 1970, a copy of which is attached. The Directors of Medical Services, Personnel, and Security, in concert with the Associate Deputy Director for Management and Services, have jointly developed and recommended the policy herein contained.

2. Policy has been developed after consideration of certain leading factors:

a) The use of unprescribed drugs, including marijuana, is illegal in all Government jurisdictions. Such usage alone does not automatically disqualify individuals for employment who have had only light contact with these materials, or who have been successfully rehabilitated (Drug Abuse Act of 1970).

b) We are addressing ourselves only to those cases where an applicant has knowingly used drugs. This is in contrast to cases where individuals for example may have unknowingly had LSD surreptitiously planted in beverage or food.

c) The term "experimental use" of drugs is not susceptible to precise definition and it is therefore subject to the judgment and experience of appropriate Agency processing officers.

d) Current social mores and "peer pressure" may serve as important motivating forces in individual circumstances with respect to the experimental use of drugs.

3. The recommended applicant drug use policy is as follows:  
The experimental use of drugs such as narcotics (including opium, heroin, cocaine, morphine, and synthetic morphine substitutes such as Demerol, etcetera), hallucinogens (including LSD, mescaline, peyote, etcetera), stimulants (such as amphetamines, etcetera), depressants (such as barbiturates, etcetera), and marijuana by an applicant prior to application for Agency employment will not automatically result in disqualification. Difficulty exists in defining an absolute threshold below which an applicant is automatically accepted and above which he is automatically rejected with respect to drug usage. In cases of experimental usage, and in the absence of other disqualifying information, the Director of Personnel can institute applicant processing. If the reported use of drugs in the applicant papers can be reasonably defined as indicating more than an experimental level (dependency or addiction), the Director of Personnel is authorized, at his discretion, to either reject the applicant or to refer the matter to the Applicant Review Panel. Any member of the Applicant Review Panel is at liberty to suspend the review of any case so that he may take the opportunity to have the matter reviewed by more senior personnel in his own office prior to taking the position

at the Panel on the matter. If the field investigation and technical interview of the Office of Security, plus the medical examinations of the Office of Medical Services, develop no additional information on drug usage, the applicant can enter on the usual probationary first year of duty. If a history of drug usage exists, his initial security processing will include a specific briefing of the Agency policy on the abstaining from the use of unprescribed drugs.

Copies forwarded to A-DD/M&S, D/Personnel, and D/Security with a note "for consideration on new Drug Usage Policy." -- from AD/MS

ADMINISTRATIVE-INTERNAL USE ONLY